Local 301 Membership Meeting

February 12, 2019, 12 pm - 1 pm, DNR Lobby Gallery, 500 Lafayette Road

Meeting called to order at 12:00 by Local President, Brett Nagle

**Laura Bishop, MPCA Commissioner**

* Brett Nagle, Local President, welcomed and introduced MPCA Commissioner, Laura Bishop
* Commission Bishop expressed her excitement to be at MPCA and back to public service. She discussed the electronic recycling legislation she worked throughout the United States. She’s always valued the work of our scientists.
* The Commissioner became inspired to work in the public sector and on women’s leadership issues when she was an exchange student in Sweden in 1988. She started working at Best Buy 15 years ago. She expressed her support of paid family leave and explained how Best Buy recently started a 5-week family leave and disability program.
* The Commissioner comes from a union family. Her dad was a teacher and an organizer and her mother was a nurse, her husband is a member of AFSCME. She expressed her appreciated for all the work that we do and want to make the MPCA an even better place to work. She wants to hear from us and get input from staff. She has an open door policy.
* MPCA’s budget is expected to come out next week.
* The Commissioner described her three initiatives:
  + Statewide effort on climate change
  + Stakeholder engagement/communication: will be adding a position to the Commissioner’s office to coordinate engagement across the agency
  + Efficiency on permits and processes
* The Commissioner discussed her role in leading sustainability for Best Buy. She discussed how the customers and employees wanted Best Buy to take on more of a leadership role. They listened to employees and were able to achieve a cost savings and reduce their carbon footprint. She talked about how Best Buy stores were impacted by climate change, and gave the example of the Hurricane in Puerto Rico. Also talked about how climate change impacted the supply chain.

**Announcements – Brett Nagle, Local President**

* Brett acknowledged new employees and employees who were at their first MAPE meeting. He urged folks to bring new members/new staff to future MAPE meetings
* Day on the Hill: Thursday, March 26th.
  + Registration is open and we encourage you to check it out. It’s a great opportunity to meet your representatives and meet other MAPE members that live in your district.
  + Jen Crea and Barb Peichel described their experiences at Day on the Hill. Explained how it gives you an insight into the legislative process, and that other people will be there with you for support. MAPE provides talking points. You don’t need to attend the whole day. Sign up early, online through the MAPE website – **https://mape.org/news/mape-day-hill-2019**
  + At this time there will not be lost time reimbursement. Let us know if that is a concern.

**New Election Procedures – Bill Dunn, Chief Steward, Contracts Negotiations Representative**

* MAPE is looking for people to volunteer for Statewide Local Officer positions
* There will be a special election for Local 301 Vice Present, Regional Directors, and Delegates and Alternates for Delegate Assembly. The nomination period is now 60 days. The official announcement for the opening of nominations was Feb. 11th. Nominations close on April 11, 2019.
* We have received two nominations for Summer Streets for Local 301 VP, but per the new rules we have to wait to fill the position.

**Contract Negotiations Update – Bill Dunn, Contracts Negotiations Representative for Region 3**

* MAPE received 8,000 comments/suggestions for the new contract
* The negotiations team has been meeting with members one-on-one and have come up with five key themes:

1. Wages and Health Care
   1. Cost of living increases
   2. Holding the line on health care costs

1. Workforce Development
   1. Tuition reimbursement and/or loan repayment
   2. Reallocation request timeline/accountability
   3. Recognize experience and institutional knowledge

1. Equity and Inclusion
   1. Promoting diversity and equal treatment for all employees
   2. Equal rights for unclassified employees

1. Work-Life Balance
   1. Vacation accrual improvement
   2. Phase retirement program expansion
   3. Telecommuting/telework policy improvement
   4. Paid family leave

1. Healthy Workplace
   1. Safety measures in the workplace
   2. Performance evaluation improvements

* MAPE members will vote on the contract in July or August
* Themes can be addressed contractually, or non-contractually. Our story is important to tell, and we need to tell it in a convincing way.

**Update – Dave Kamper, MAPE Business Agent**

* MAPE has increased statewide elected officers from 5 to 14. They have added organizing and political councils.
* Local 301 should be running for statewide officers. Talk to Dave for more info.
* Contracts Survey highlights (8,000 responses, last time we received 5,000):
  + BWSR had the highest response rate on the survey
  + MAPE’s approval rating is 93%.
  + Main issues that came up through survey were flextime, telecommuting, and professional development.
  + MPCA and BWSR scored high in job satisfaction
  + Positive remarks on feeling valued and doing valuable work.
  + Other issues that came up were paid leave opportunities, student load debt, and concerns from folks at the top of pay scale that haven’t gotten an increase in a long time.
  + Local 301’s job satisfaction was high, except for MniT whose main concerns were on-the-job training and job security.
* Chet Jorgenson is planning to hire a note taker w/ legal background for negotiations meetings. The person would be a full member on the team.

**Board of Directors, Celi Haga will give an update next month**

**Closing, Brett Nagle**

* Brett thanked members for offering suggestions for future meetings. We received a lot of great ideas, let us know if you have other. One idea that came up was to bring a speaker in to discuss diversity and inclusion.
* Reach out to stewards if you need help with anything.
* Next meeting will be March 12th, 12 pm – 1 pm in DNR Lobby Gallery, 500 Lafayette Road

Birthday drawing, John Erdmann

**Meeting adjourned by Brett Nagle at 12:50**